

RECRUITER

United States Army Recruiting Command August 2006

Journal



H3 Hummers Move out

page 16



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RECRUITER Journal

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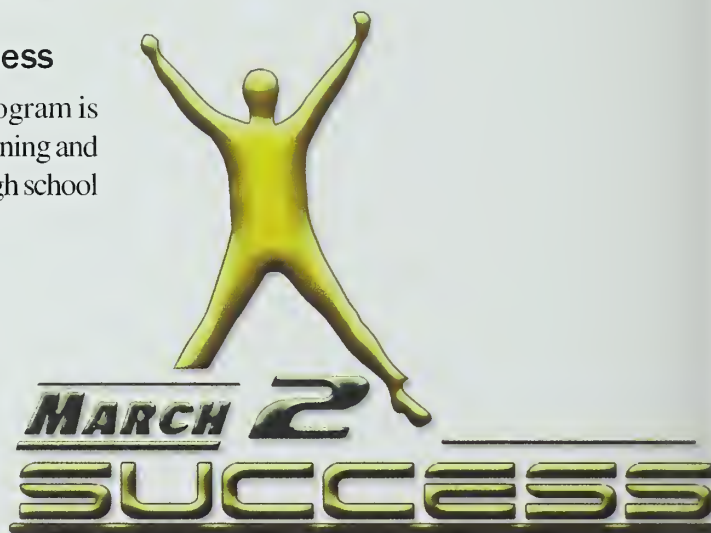
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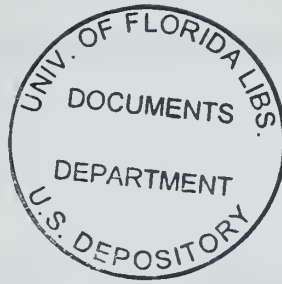
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Front and back cover photos by Jayme Burden, Walt Kloeppel and Mary Kate Chambers.

Keeping on Track for Success

Thank you for a job well done in accomplishing the June mission. This brings us to 13 months in a row that we have accomplished the mission for the Regular Army and we expanded our year-to-date success for the Army Reserve. My thanks to each of you, wherever you serve in the command, for your remarkable performance.

I would like to use some of my time in this article talking about leadership and Warrior Ethos, and how important it is in our efforts in this recruiting mission. During my travels, I meet many great Soldiers and civilians on the front lines of this effort and outstanding leadership remains one of the most important attributes of success. Let me start by relaying three of my recent encounters.

First, I met a station commander who was moved from one brigade to another in a different part of the country. He was considered unsuccessful when he was moved, and his performance, in terms of production, seemed to support this. He was given one of the toughest and least productive stations in his new assignment, and he turned it around. That station has mission boxed for many consecutive months since his arrival. When I asked him what made the difference, he said it was all about leadership and the positive “can do” environment. The leadership of those above him and around him, and the teamwork of those Soldiers in his unit made the difference.

Another Soldier who I met had been an ineffective recruiter for many months, and he asked to return to the operational side of our Army. His supervisors believed in him and kept working with him. Today, he is the top recruiter in the station and company writing four to five contracts a month. Here again, leadership made the difference.

Finally, I met one of our Soldiers in a hospital who had fallen ill. There were great family members, friends, fellow Soldiers and civilians from the unit helping him in his recovery. He is improving each day, but the teammates around him during his time of need are making a difference.

These stories are similar to many others ongoing throughout the command each and every day. Many of you have your own stories like these that demonstrate the strength of our leaders and the importance of our Warrior Ethos. In each of the examples above, we placed mission first, we never accepted defeat, we never quit and we never left a fallen Soldier behind ... our Warrior Ethos. Units that are well led and believe in the Warrior Ethos will always find a way to be successful.

In June, we announced Recruiter Incentive Pay for those of you at the tip of the recruiting spear. RIP provides an opportu-



Maj. Gen. Thomas P. Bostick

nity for monetary awards for individual achievements. I want you to consider this new incentive as recognition for all the hard work and extra effort that you put into doing your job each day. As Soldiers, I know that you do not feel you need to be paid extra for doing your jobs. Nonetheless, as we continue to recruit an All-Volunteer Army during a protracted war, Congress authorized the Army to test several initiatives. RIP is an initiative intended to recognize those Soldiers who continue to carry a heavy responsibility in the accomplishment of this mission, and go above and beyond the call to duty.

Never forget that our most important resource is our people. Our Soldiers and families deserve the best the Army has to offer. Throughout the summer, many of our Soldiers, civilians and families will move on. It is very important to recognize their contributions to USAREC, to the Army, and to our nation. Focus on timely evaluation reports, awards and appropriate farewells for those on your team. If for some reason, you are late with an award, expedite it before the Soldier's departure, and we will support you. Remember our spouses who have sacrificed much so that we can accomplish our mission. Let's do the right thing by recognizing their support.

A Gallup Poll recently rated the military as the No. 1 profession for confidence by the American people. This has not always been the case. It is a trust that has been earned through our Army Values, and the trust that the American people have in our Soldiers. We represent the United States Army in towns and cities across America. It is our duty to maintain that trust by recruiting with integrity.

Believe in yourself. I believe in you. I know that each of you will do your part to ensure our success. See you on the high ground!

A Special Thanks

— USAREC Family Members

The family, as a social unit, has played a central role in society since creation. Today more than ever, the success of any institution (whether cultural, religious, political or economic related) can be traced directly and indirectly to a supportive family unit. USAREC is most blessed in this area and owes a huge debt of gratitude to its family members. As Betty and I close this chapter of our lives, we want to honor those who have sacrificed so much to keep this nation free.

I want to take this opportunity to recognize the extraordinary contributions of our families, who have faced many challenges with great courage. I would especially like to acknowledge a special source of inspiration: children of military families.

Thank you for being patient. You are patient and understanding when duty calls and your Mom or Dad cannot attend a baseball game, music recital, birthday party or other important family or school activity. You are heroes in a quiet, thoughtful way, and I am grateful for the unconditional love you give your Mom or Dad. Many of you have experienced the sadness and sometimes frustration of having your Mom and Dad away for long hours. Through your personal courage and support, you serve this nation too, and serve it well. I am proud of you!

Frequent early mornings and late nights are a way of life for the average recruiter. It is never easy to say goodbye to your Mom or Dad, not knowing when they will return. But your resilience and self-confidence are strengths that others admire, including your parents.

Growing up in a military family offers some challenges, but it also provides some special rewards. You can be proud of your Mom or Dad for their brave



Command Sgt. Maj. Harold Blount

defense of this great country. Your love and support sustains them. So thank you for being there for Mom and Dad. You are American patriots and role models for us all.

I also want to recognize the contributions that our USAREC spouses make on behalf of the nation and their Soldiers. USAREC and Army spouses often put personal and professional aspirations on hold in order to follow their Soldiers to assignments. In USAREC, you are actively involved with family support groups. You teach Army Family Team Building to other family members to enhance their confidence. You show a willingness to spread the word about Army life and have an impact on the communities around you. Thanks for your hard work and dedication.

Your dedication and support are never unnoticed. I thank all of our USAREC spouses for their remarkable personal courage and strength. The motto of the USAREC Soldier and Family Assistance Program, "Recruiting Families — The Heart of USAREC," should ring loud and

clear throughout the command. We recognize the importance of family support for our Soldiers and your unwavering sacrifice.

Recruiters, each of you displayed a Warrior Ethos mentality befitting a team that selflessly serves an Army at war. I am proud of each of you for the sacrifices you made toward accomplishing the 80,000 Active mission and 25,500 Reserve mission for FY 06. As we close out this fiscal year, please remember to make time for special moments. The operational pace mostly dictates our personal life, but remember our families are our biggest supporters.

Earning and sustaining family members' support isn't something that we should take for granted. It's a fragile relationship that requires unceasing nurturing and maintenance. This is best facilitated by wisely investing quality time doing those critical things that enrich and strengthen the family unit. I encourage you to continue to educate your loved ones on your role in the recruiting enterprise and find ways to keep them involved. Your senior leadership consistently fights for quality of life resources to sustain the USAREC family. With all — family members, Soldiers and civilians alike — mutually working toward the same goal, the USAREC team can conquer any challenge.

I am eternally grateful for your commitment, dedication and sacrifice. You are truly America's unsung heroes. Thank you!

Quick to Listen Slow to Speak

By far the most difficult problem in marriage, parenting or recruiting relationships is poor communication. This is the area that is most often tagged as the culprit in relational difficulties is poor communication.

Sometimes examples of such communication are ridiculously funny. The Massachusetts Bar Association Journal printed the following questions actually asked of witnesses during a trial.

“Were you alone or by yourself?”

“You were there until the time you left, is that true?”

Communication is both the most rewarding and the most risky aspect of relationships. How we communicate with one another makes all the difference in the world when it comes to the quality of our relationships. I will attempt to share a couple of helpful hints that will help us prevent relationship wrecks before they happen.

First, adopt an attitude that helps relationships. This attitude is characterized by a person who is just not quick to hear but is quick to listen. Listening involves not just the syllables and words. It involves hearing the message. A person who has truly listened ought to be able to repeat the message back to the speaker with clear understanding.

What happens when we fail to listen? All kinds of problems occur. We misinterpret, we jump to conclusions, and we demonstrate a lack of respect for the other person.

Erik Wiehenmayer reached the summit of Mount Everest on May 25, 2001. Ninety percent of the climbers who attempt this feat fail. That is amazing in itself.

What makes Erik’s climb even more amazing is that he has been blind since he was 13. How did he succeed? Because he listened well.

He listened for a bell tied to the back of the climber in front of him. He listened for instructions of team mates who would shout directions to him. He listened for the sound of his pick jabbing the ice to know whether it was safe to cross. He made the summit because he listened well.

You and I will never fully enjoy what our relationships have to offer if we don’t become good listeners. There is no one reading this who could not dramatically improve their home or work relationships if they would practice listening.



Chaplain (Lt. Col.) Terry Whiteside

We need to learn to become slow to speak. We cannot talk and listen at the same time. Our first response is normally to speak. We say things before we even think about what we are saying. How often have we embarrassed ourselves and misled others because we were slow to listen and quick to speak? There is an old saying that goes like this: God gave us two ears and one mouth that we may listen twice as much as we speak.

A wise person once said, “An ounce of prevention is better than a pound of cure.”

How true that is when it comes to relationships. Isn’t it better to practice these simple techniques and avoid the train wrecks which anger and selfishness cause?

If you want to strengthen your relationships, contact your brigade chaplain and take advantage of their marriage enrichment and family wellness events in your area.

Soldiers Being Used in Advertising

I am writing with a suggestion to open a new avenue for lead sources.

I recently became aware of a Soldier who is competing and qualified for ESPN bass tournament fishing. He just returned from Florida and fished all three days and brought home prize money, but what is more important is the three days of exposure. He was in the top 10 first day and top five the second.

I became aware of this Soldier while at Fort Bragg, N.C., on a Warrant Officer recruiting trip talking with a Special Forces Warrant Officer 180A. He then put me in touch with the Soldier. I ran this down the hall and the response was we could probably get him some hats etc.

I was then told to have him contact 2d Brigade as it is a local thing for that brigade and battalion. I spoke with them this morning and he informed me the National Guard has a team already.

I know this a crawl-walk-run thing, but I believe it would be a good venue for recruiting.

*Sgt. 1st Class Joseph Osborn
Warrant Officer Recruiting Team*

The Chief of Staff Responds

In regard to your suggestion about using Soldiers as advertising lead sources when they compete in sporting events and tournaments, there are several issues to consider.

First is that we are prohibited from putting Soldiers under a contract for payment. In this particular case, all we could offer to the Soldier would be Army-branded materials such as base-ball-style caps and shirts with the Army logo, which (as you suggest) would put our brand in the public eye for several days on national television. Had we known about his participation in advance, we could have worked proactively with his installation public affairs officer to provide him these branded materials.

The Army already sponsors civilian athletes in various fields — such as

NASCAR and rodeo — and has its own teams of competitive Soldier-athletes under such programs as the Army Marksmanship Program, World Class Athlete Program and the Golden Knights. These programs are handled by higher headquarters because they involve national exposure by the media.

Local or regional athletic programs are sponsored by the USAREC brigade or battalion that manages the location of the competition. Recently, the Army has provided additional FY 06 funding to USAREC for just such events. Battalions and brigades will work through our contracted advertising agency to purchase event packages for their locales. The agency will provide a recommendation on each package that addresses the return of investment (i.e., leads generated), and the battalion or brigade commander will decide whether that ROI justifies the expenditure.

Thank you for bringing this to our attention. Any time a Soldier gets positive media exposure is good for the Army and Army recruiting. We will continue to refine our communications with installation and unit public affairs offices so that we can capitalize on that positive media exposure.

For more information, contact Kathleen Welker at DSN 536-0567; (502) 626-0567 or Kathleen.welker@usarec.army.mil.

Fixing a Frustrating System

Would it be possible to get this system fixed?

I work very hard to insure that when I complete a packet, it is completed correctly. Without exception I always get an error message, such as the block for Selective Service is blank (I know it was answered and the data completing the record is there), or all of the education data is blank (which means that the system added a blank ed field and you have to go back and delete it).

It is always something and when you go back and fix the error, a new one appears, such as the insurance carrier is now blank, or the eye and hair color is now blank.

And I know, it only takes a few minutes to fix on my end, but I don't have a few minutes to spare everyday. Not to mention, how do we expect everyone to give their all to get it right, when it's impossible to do? Please get this fixed.

The Chief of Staff Responds

The LEADS application does have some items that require a work-around until a technical solution has been identified and the schedule permits them to be entered into the current production schedule. We have identified a working solution for all three items you pointed out and tentatively scheduled to have a change/fix in place by October.

In the meantime, suggested course of action for the following issues are available:

Selective Service Number not populating. After entering the Selective Service number for the applicant, save the Selective Service number on that screen, prior to proceeding to the next screen, save this same screen again. The Selective Service will remain in the designated field after the second consecutive save.

Education Screen adding a blank row for the high school causing an error while validating. The user must add the high school as directed, save the screen, then delete the blank row that was added for the high school, then save again.

Medical Insurer Carrier (None) causes validation error on the 680 3A-E screen. When filling out the insurance carrier portion of the 680 3A-E screen and the applicant does not have an insurance carrier, remove "US" from both the medical insurer information and medical provider information, save the screen.



FSR2S Goes Commandwide

Staff Sgt. Douglas Schmidt, Elizabethtown, Ky., station, shows John Martin that his requested MOS is available. Martin's father sits in on the interview.

Story by Pearl Ingram, *Recruiter Journal* editor

Photos by Walt Kloeppel, *associate editor*

If a recruiter hasn't checked out the Future Soldier Remote Reservation System, it's now time to do so. The program is fairly easy to learn according to Sgt. 1st Class Rob Williams, USAREC's FSR2S program manager. The new business practice is now available commandwide, with training for recruiters completed May 26.

"If recruiters get in the system and practice with some of the training applicants, they will be able to see what they can do for their applicants," said Williams. "The system is not that difficult to navigate, but one of the most difficult things for them to understand is setting up the window of opportunity dates."

FSR2S requires applicants to be processed within seven days of making the temporary reservation. If not, the reserva-

tion is automatically cancelled by the system. In addition to the seven-day requirement is a requirement for applicants to stay in the Future Soldier Training Program a minimum of seven days after processing before he or she can ship to training.

"The whole premise behind FSR2S is to place the job selection in the recruiter's hands because the recruiter has by far the best rapport with the applicant," said Williams. He says most guidance counselors are hurried and don't have as much time to build the right kind of rapport with the applicant to find out what job training package is best for the applicant's future.

"The processing and FSR2S requirements take the first couple of weeks out of the window of opportunity," said Williams. "So, they are looking at maybe sometimes two, up to about a four-week window for a grad."

That's something that has been a consistent complaint from the field, said Williams, who has trained in 10 battalions and some 30 companies since he began working FSR2S in 2004.

The window of opportunity dates issue confronted by grads is not an issue for seniors, according to Williams. That's because grads are needed to ship within a five- or six-week window in order for USAREC to meet the accession mission.

"Recruiters understand the state of the Army, being an Army at war, and the requirement to access grads in the short term," said Williams.

Sgt. 1st Class Dennis Ford, Elizabethtown, Ky., station commander, says some grads are still enrolled in college and others want to give sufficient notice to an employer. When the reason is justifiable, he arranges a call to USAREC and they normally set aside time for the applicant to ship.

"It's on a case-by-case basis," said Ford. "We work with them. We have no choice but we have to work with them."

Ford says the Elizabethtown station has had no problems with a temporary reservation being cancelled at

pointment on the part of the applicant once he arrives at the MEPS.

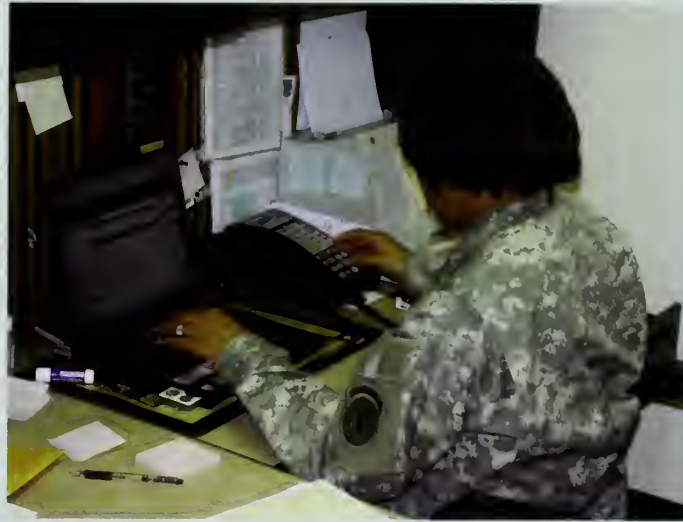
Also, Williams says, recruiters should conduct a full Army interview with each applicant before making a temporary reservation. That way he or she learns the goals and passions of the applicant before attempting to make the job selection.

Another way FSR2S assists the applicant is in selecting

bonuses and incentives that may interest him or her the most. When the recruiter pulls up the job, the system automatically shows updated bonuses and incentives associated with the job, along with the term of enlistment.

"The addition of FSR2S during the interview does take more time, but the customer service is considerably more than for nonFSR2S applicants," said Williams.

Then again, the guidance counselor still plays a critical role in getting the FSR2S applicant processed once he or she arrives at MEPS. A 'what not to do' for the



Sgt. 1st Class Carmen Peyton works on an enlistment packet at the Elizabethtown, Ky., recruiting station. She has used the FSR2S and said it is helpful for both the recruiter and the applicant.

"I think the program is an excellent program if you use it right," said Ford. "This program can get you in trouble if you abuse it."

the MEPS because they e-mail a copy of the reservation to the guidance counselor in advance of the processing date.

Ford has worked as a guidance counselor and in Recruiting Operations at USAREC headquarters during his 16-year recruiting career.

"I think the program is an excellent program if you use it right," said Ford. "This program can get you in trouble if you abuse it."

He says before a recruiter makes a reservation he should have all documentation that the applicant is qualified, such as if the job requires an applicant to have had a course in algebra or chemistry.

"Before you pull the job, make sure you have all the documents, have checked the regulations and the qualification table," he said. That prevents abuse of the system and disap-

guidance counselor is to cancel a reservation when encountering problems with the system. According to Williams, if a reservation is cancelled, it usually cannot be retrieved. What a guidance counselor can do is telephone the Recruiting Operations Center at USAREC for assistance.

"People say I can't believe USAREC is allowing us to do this," Williams said about the classes he has conducted. "They were actually thinking of how they could apply this while sitting in the training." Connectivity can be a problem in the more rural recruiting areas, but as technology advances and resources become available, this problem, too, will be resolved.

Williams says that as long as he has been in USAREC he has heard, 'recruiters don't sell jobs, guidance counselors sell jobs.' Now, they can change that way of thinking for FSR2S applicants.

Improve Your E-mail Communication with Recruits

By Capt. James J. Jones,
USAREC Health Services Directorate

Technology such as e-mail, Web sites and cell phones can be very good for recruiting, but it can also be negative. Our ability to reach out and touch the entire world within a few minutes has created certain expectations from our recruits and business associates. Many leaders base their Soldier's performance on how quickly they responded to e-mail, cell phone calls, or they criticize the manner in which the individual responded, i.e. incorrect font, didn't address the recipient by name in the e-mail, misspelled words, or distracting signature blocks. Most people don't consider the basics of e-mail etiquette when sending messages, but most experts agree that it is time for businesses to improve the output of this communication tool, according to Lou Alder in *Technology Trends: The Good, The Bad and The Ugly*.

E-mail etiquette offers a set of rules to follow that is considered acceptable by most users. There are many etiquette guides and different etiquette rules available on the Internet. Some of the rules will differ according to the nature of the business and corporate culture.

Everyone is busy and we can't always respond to e-mail as quickly as we would like. To solve this business challenge, Microsoft developed several new features in Outlook 2003 to help organize, sort and respond automatically to e-mail inquiries. The next few paragraphs will outline how you can program your Outlook to send a specific e-mail response based on the subject line or who sent the e-mail.

As potential applicants submit inquiries via e-mail, you might want to consider having Outlook automatically sort and file those messages for you. Not only will this technique reduce the risk of messages getting lost or deleted, but it also allows you to move hefty messages and their attachments offline so they do not overload your mailbox. The instructions below are specific to Outlook 2003, although the XP directions are similar.

Automatically Sort and File E-mail

First, you must designate a specific keyword or keywords that applicants might place in the subject line of their e-mail message (e.g., IPAP information). They may add other words, but your

designated keyword is mandatory.

Open Microsoft Outlook. This must be your desktop Outlook client, not the Web interface. Pull down the Tools menu and select Rules and Alerts.

Press the New Rule button.

You will be presented with two options; check the button labeled "Start creating a rule from a template."

In the Rules Wizard box that appears, select "Move messages with specific words in the subject to a folder."

In the "Edit the rule description" box, you will edit the rule by clicking on the underlined items and specifying content.

Click "specific words." A new box will appear that allows you to enter keywords and add them to the list. This is where you will add the keyword you provided to applicants (e.g., IPAP information). When you are done adding words, click the OK button.

Click "specified" to indicate the folder to which you will move the messages. When the new box appears, simply select the folder and click OK. You may create a new folder with the New button, then select that as the target folder.

Note: You may create/designate this target folder as one that is online (i.e., a subfolder beneath your Inbox) or on your computer's hard drive (i.e., a subfolder beneath your Personal Folders). If you want to have access to these messages from home or elsewhere, keep them in a subfolder under your Inbox; if you want to move the messages offline to save space in your mailbox, keep them in a subfolder under your Personal Folders.

Click finish. A dialogue box will inform you that this is a "client only" rule. That means that it runs only when your desktop version of Outlook is running.

Automatically Reply to E-mail

Using Microsoft Outlook rules, you can automatically send a reply to messages that contain a specific keyword, just as you did for sorting above. This is a useful way to confirm to applicants that you have received their message, although it cannot confirm if they successfully attached a file or that the attached file is readable. This Outlook rule can be used in conjunction with the rule for moving specified files to a desig-

nated folder. The instructions below are for Outlook 2003, although the Outlook XP instructions are similar. First, you must designate a specific keyword that applicants might place in the subject line of their e-mail message (e.g., IPAP Info). They may add other words, but your designated keyword is mandatory.

Open Microsoft Outlook 2003. This must be your desktop Outlook client, not the Web interface.

You must first create the message to be used in the automated reply.

Create a new message, as if you were sending someone an e-mail message. Fill in only the Subject line and message body (leave the To: box empty).

When you have composed the message, pull down the File menu and select Save As.

In the "Save As" box, fill in the File name (e.g., "Message Received"); this will be the name of your "Reply Template" in Step 10 below.

In the "Save as type: field, pull down the options to select "Outlook Template" and press Save.

Note: Be sure to leave this file in its current location: Application Data > Microsoft > Templates.

Now that your reply message has been created, you must create the rule that sends that message in response to designated messages. Pull down the Tools menu and select Rules and Alerts.

Press the New Rule button.

You will be presented with two options; check the button labeled "Start from a blank rule."

In the box below, select "Check messages when they arrive," then click Next.

Check the box next to "with specific words in the subject."

In the box below, click on "specific words." A new box will appear that allows you to enter keywords and add them to the list. This is where you will add the keyword you provided to applicants (e.g., IPAP Info). When you are done adding words, click the OK button.

You will be returned to the Rules Wizard screen. Click Next.

The next screen in the Rules Wizard provides a list of actions that may be taken when messages with the subject keywords arrive. Check the box next to "reply using a specific template." In the box below, click on "a specific template."

The "Select a Reply Template" box will appear. Pull down the "Look In" list and select "User Templates in File System."

Click Finish. A dialogue box will inform you that this is a "client only" rule. That means that it runs only when your desktop version of Outlook is running.

Outlook 2003 offers options to better organize, sort and respond to your applicant's e-mail. Using e-mail etiquette rules could improve how others view and respond to your e-mail inquiries.

E-mail Etiquette

1. Be concise and to the point
2. Answer questions
3. Use proper spelling, grammar and punctuation (Always use spell check)
4. Make it personal
5. Use templates for frequent responses
6. Answer swiftly
7. Do not attach unnecessary files
8. Use proper structure and layout
9. Do not overuse the high priority option
10. Do not type in capital letters
11. Don't leave out the message thread
12. Add disclaimers to your e-mail
13. Read the e-mail before you send it
14. Do not overuse Reply to All
15. Use the bcc field or do a mail merge
16. Take care with abbreviations and emoticons
17. Be careful with formatting
18. Don't use rich text and HTML messages
19. Do not forward chain letters
20. Do not request delivery and read receipts
21. Do not ask to recall a message
22. Do not copy a message or attachment without permission
23. Do not use e-mail to discuss confidential information
24. Use a meaningful subject
25. Use active instead of passive
26. Avoid using URGENT and IMPORTANT
27. Avoid long sentences
28. Use 12 Arial Black Font
29. Use a signature block with your phone number and Web site listed
30. Keep your language gender neutral
31. Make sure the quote you use is not offensive
32. Use cc: field sparingly

www.GoArmyEd.com

By Larane Guthrie, Education Services Specialist, USAREC

FAQs

Q. How do I get Tuition Assistance?

A. Go to www.GoArmyEd.com. All TA funds are requested through the GoArmyEd portal.

Q. How do I get my account set up in GoArmyEd?

A. Soldiers were advised through their AKO e-mail accounts about the new way to access TA funds through the GoArmyEd portal. Soldiers who have used TA since October 2004 were notified through AKO about the migration to GoArmyEd and their accounts were set up automatically in the portal.

Soldiers who have not used TA since October 2004 should go to the GoArmyEd portal and click on the "NEW USER" tab at the top and follow the prompts. When prompted to contact their servicing education center during the new user phase, they should do so. Their local education center will then help Soldiers decide the right school and degree program and activate their account in GoArmyEd.

Q. How do I find my classes?

A. GoArmyEd has a search engine allowing Soldiers to narrow down the thousands of classes to just the ones they need. Once the correct class is found and selected, TA will be paid and the Soldier will be registered for that class.

Q. How do I get my books?

A. After registration in GoArmyEd, Soldiers can contact their school or buy their books on Amazon.com, or at a local book store. Books are the Soldier's responsibility.

Q. How do I start classes?

A. If classes are local, then Soldiers will go to class as they normally would. If classes are online, then, depending on the school, Soldiers should receive an e-mail from the school with instructions.

Q. Where do I test?

A. If classes are local, Soldiers test in accordance with class directions. If classes are online, depending on the school, they will either take proctored or nonproctored exams. If exams are proctored, then their local education center should have the appropriate testing facilities. If a Soldier is dislocated from an education center, most schools will allow their commander or local library or even another school to serve as a test proctor.

Q. How do I create a help desk case?

A. Soldiers needing help will be able to contact the help desk in two ways, i.e., online or telephonically. Contacting the help desk online will require the Soldier to access the portal and submit questions electronically. If a Soldier needs to contact the help desk telephonically, then he/she should call (800) 817-9990. The problem will then be routed to the proper agency, education center, school or directly to IBM for resolution.

Q. How do I withdraw from a class?

A. Soldiers will withdraw from classes through the GoArmyEd portal. They will be prompted to check "Personal" or "Military" reasons.

If a class is dropped for personal reasons, if the Army paid TA for the course, the money will be recouped from the Soldier's pay. The Soldier will have the option to determine how often the repayment comes out of his/her check. If a repayment option is not selected, the Army will take the recoupment out of the Soldier's check in the most months allowed.

If a class is dropped for military reasons, Soldiers will be prompted to provide their commander's e-mail and phone number, along with their first lieutenant colonel in their chain-of-command e-mail and phone number and to provide the reason for the military withdrawal. Randomly selected Soldiers will be required to provide documented proof of military withdrawal.

Q. What if I fail a class?

A. If a Soldier fails a class, then the TA money will be recouped regardless of whether the failure was personal or military. If for military reason, Soldiers must withdraw by the school's designated last date of withdraw.

Q. How do I know what classes to take?

A. After you've taken 6SH, a Student Agreement/Degree Plan will be posted to your portal. The GoArmyEd system has checks and balances to ensure that you take the proper classes. Example: If you try to take basket weaving classes for a chemistry degree, GoArmyEd will not allow it. If you feel that there is an error and that you truly need the class, then you would be prompted to create the help desk case as mentioned above. There is also an Auto Advisor in the GoArmyEd program that you can launch. Step-by-step instructions are available in the GoArmyEd portal.

'Tools, Training and Opportunity' are Keys to March 2 Success

By Chris Caulkins, USAREC Education Services

The bottom line of March 2 Success, an Army education initiative that helps high school students and prospective recruits improve their test-taking strategies and their math, science and English skills, is found in the program's title.

At least that's the opinion of USAREC's Education Services specialist, Terry Backstrom, who — among other duties — serves as the program's manager.

"It's pretty straightforward; it's all about getting our high school students the tools, the training and the opportunity for success," Backstrom said.

"The reality of life — whether it's fair or not — is that much of the outside work force relies on test scores to determine who graduates, who gets a good job, who receives a scholarship — or who can gain entrance to the U.S. Army," he said.

But, Backstrom was quick to point out, anyone using the March 2 Success program is under absolutely no obligation to even make contact with a recruiter, let alone consider joining the military.

Only those making that request — two separate times on the online version — will be contacted.

"This new program is free and open to the public. We are committed to providing life-long earning opportunities, whether those who use the program decide to join the U.S. Army or not," he said.

"This is just another way we can give back to our communities and help the youth of America be more successful. We understand we owe them every opportunity to be so," he said. "We (USAREC) need them to be successful. But more importantly, the United States Army needs them to be successful," he said.

Backstrom was quick to point out that even though the program is designed mainly for students and those wanting to improve their test scores, recruiters in the field need to understand the bang-for-the-buck mentality of "influencing the influencers," in other words, getting the word out to parents, school administrators, guidance counselors, teachers and principals.

He also said that one of the program's biggest "selling points" — not that you have to sell something this beneficial

— is that those students wanting help with their SAT and ACT tests will also benefit from using this online test-preparation course.

Apparently, the word is getting out.

The Texas Education Agency has committed to send March 2 Success information to all schools, and San Antonio College is promoting March 2 Success with 45 local feeder high schools.

And they're not the only ones paying attention.

In addition, according to the latest statistics (July 2006) an average of 8,303 new registrants per month have signed up — a stunning increase of 65 percent from fiscal year 2005.

The educational demographics of the new registrants show:

- 49 percent high school graduates
- 26 percent high school graduates not in college
- 12 percent in college
- 8 percent GED

More statistics (July 2006) include:

- 49 percent Caucasian
- 22 percent African American
- 17 percent Hispanic
- 4 percent Asian Pacific Islander

The top five states using the program are:

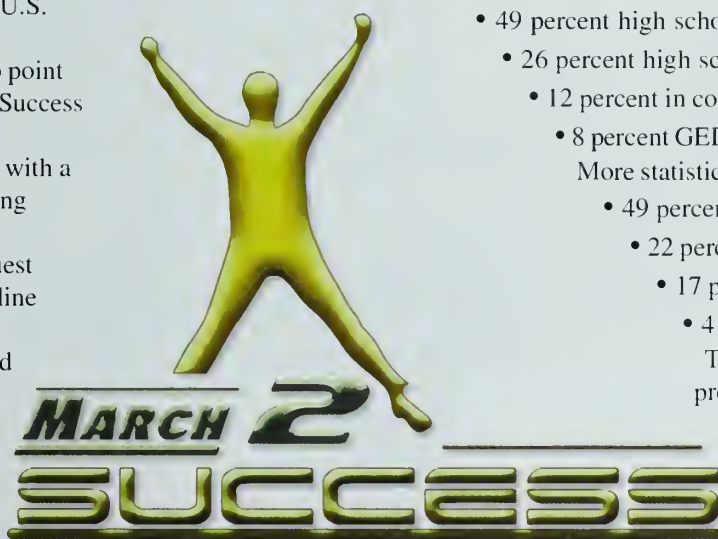
- 9 percent Texas
- 6 percent California
- 5 percent Florida
- 5 percent New York
- 3 percent Georgia

And while all those numbers mean something, Backstrom said they all take a backseat to the return on investment the recruiter in the field is getting. So far this fiscal year, an average of 201 leads per month can be directly attributed to the March 2 Success program — a 66 percent increase from last fiscal year.

"It's obvious just looking at the numbers and the program itself, this is a win-win situation for both the recruiter and the student," he said.

"Not everyone does well on standardized tests. Some have forgotten math and English skills; others may have been weak in both subjects. Others never learned how to take these tests. March 2 Success will help," Backstrom said.

To review or access the Army's March 2 Success program, go to www.march2success.com.



Rockin' the Ride

Bull rider, Army h

By Mary Kate Chambers, RJ associate editor

Mike Lee is riding high.

Lee won the Professional Bull Riders world championship in 2004, and the Army-sponsored rider is poised for another title this fall.

"I have had a great year so far," said Lee. "I am currently sitting third in the world and ready to make a move toward another world title."

Before he can claim that championship, he has to compete at the U.S. Army Invitational Sept. 29-30 in Redding, Pa., where he will have to rely on all of the qualities that Soldiers and bull riders share to do well.

Elements of the Warrior Ethos like "place the mission first" and "never quit," as well as the Army Values, are as fitting for the Army's bull riders as they are for Soldiers, noted Tom Tiernan, chief of outreach and event marketing for Army Accessions Command. And the same can be said of PBR fans, who tend to be strong supporters of the military.

"PBR is a great partner for the Army because their goals and objectives nicely parallel with what the Army's trying to do," Tiernan said.

Lee, one of three Army-sponsored bull riders, spends time speaking on behalf of the Army when he's not training for an event.

"I have had the opportunity to meet many veterans and young men and women that are in the Army as I travel throughout the United States," he said. "It's great, the support I have received being a member of the Army team."

The Army Invitational will feature military pageantry, said Tiernan, incorporating an Army chorus and assets from the Military District of Washington. Nearby recruiters also will attend with Future Soldiers, who will swear-in at the event, and interactive Army displays will work to generate applicants.

Lee said he'd like to see an Army crowd at his events.

"Hopefully some of the Soldiers will have a chance to catch a PBR event when it comes to their town," he said.

And Tiernan emphasized the dedication of the Army's athletes.

"These guys want to represent the Army. And it's not just for the money," he said. "It's for the pride of being able to represent the Army. That really shows when they do things for the Army, their pride and having the Army on their chest."

The championship round of the Army Invitational will be broadcast at 4:30 p.m. EDT Oct. 1 on Fox.



le

ave pride in each other



Above: Mike Lee autographs a hat for fans.
Left: James White competes for the Army.
Photos by PBR Inc.

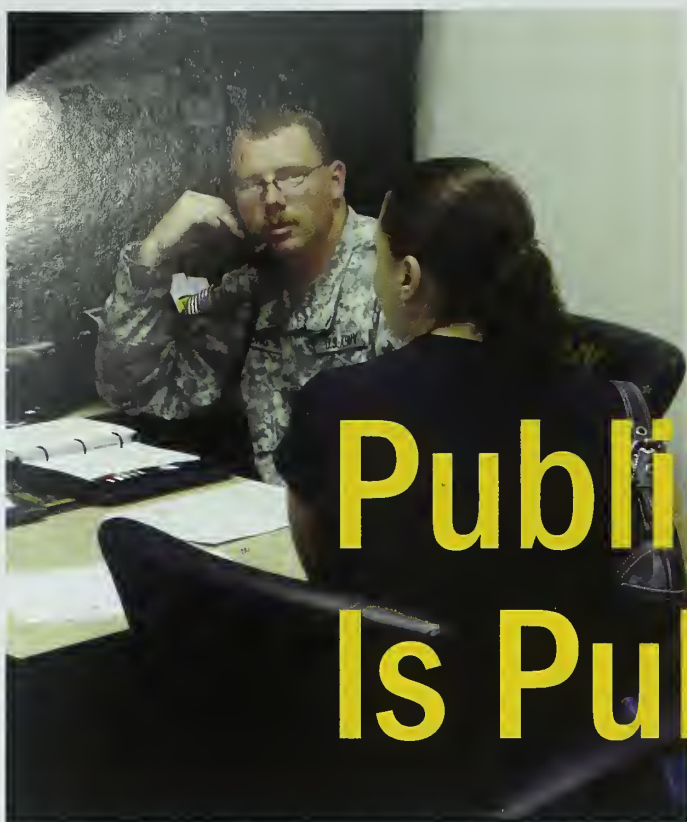
Bull Riding 101

At each two-day event, the top 45 riders are randomly matched with bulls by computer, a process called a draw. Riders are assigned a bull for each night. After the second ride on the second night, the top 15 riders advance to a third ride. The rider with the highest three-ride point total is the overall event winner.

Riders earn points based on their ride and the performance of the bull; up to 50 points can be awarded for each. Judges watch for a rider to match the moves of the bull, and keep control and good body position. A rider must stay on the bull while riding with one hand. Points for the bull's performance are based on how difficult he is to ride. Speed and power are among the factors.

The total score possible for a ride is 100 points. Two judges each distribute 50 points, and the two scores are added together.

Source: pbrnow.com



Public Service Is Public Trust

The main ethics message is that government duties come before personal interests or personal gain. *Photo by Walt Kloeppel*

By Tim Goblirsch, USAREC Office of the Staff Judge Advocate

“You gotta be kidding? Didn’t I just attend an ethics class? Do I really need to go?”

Yes, face-to-face ethics training is an annual calendar year requirement imposed by the Secretary of the Army. All Soldiers and Department of the Army civilian employees must attend the class on the ethical rules that apply to government personnel. Secretary Francis Harvey has reinforced that an ethics counselor has to personally present the training. The USAREC training program focuses on typical recruiting situations that are drawn from real-world examples.

The main focus topics in USAREC ethics training this year are relationships with con-

tractors in the workplace and use of government resources.

Contractor Relationships

By now, we all know that USAREC could not perform its mission without the continued support and expertise of contract workers in the computers, telecommunications, and advertising arenas. In the past few years, this has expanded to include contract administrative assistants, guidance counselors, security interviewers, trainers, and yes, contract recruiters, who work in every battalion in the command. It is a team effort to successfully meet our mission.

This year's training emphasizes that contractor employees work for their contract employer, and their awards, hiring, discipline, and pay are determined by the contractor, not the Army commander or customer.

Need additional information on this? Log in to the USAREC Enterprise Portal and click on the G3 link. Then click on the link to outsourcing. Here you will find contact information for contracting officer representatives and the field guide to contractor relationships.

Use of Government Resources

This is the area in USAREC where ethics rules are most commonly violated and enforced. So you think its not a big deal because you've seen someone get away with something? How about these examples.

1. The Department of the Army approved an Other Than Honorable discharge for a recruiter with over 18 years of service after an administrative separation board found that the recruiter misused a government computer. An investigation determined that the recruiter used a government computer to download over 1,000 pornographic images.

2. A summary court-martial found a recruiter guilty of violating three Articles of the Uniform Code of Military Justice. Misuse of a government vehicle and government purchase fuel

card gave rise to the charges. Without permission, the recruiter drove the government vehicle to and from the recruiter's residence.

The recruiter had also used the government purchase fuel card for personal expenses. The sentence included a one grade reduction in rank, forfeiture of \$1,900 per month for one month, and restriction for two months.

3. A recruiter received a field grade Article 15 for wrongfully having a relationship with applicants. The recruiter also misused a government cell phone to make unofficial calls to those same applicants. Punishment included a one grade reduction in rank and forfeiture of \$500 per month for two months, suspended for 180 days.

The recruiter was later separated with a General (under honorable conditions) discharge.

Yes, ethics rules apply to all of us and the main message is that government duties come before personal interests or personal gain. There are a few subjects covered in this article, but there are a lot of potential ethics issues that arise in USAREC each day.

Make sure you attend the ethics training when it is offered in your unit. If you have questions about any of the ethics rules, consult with your supervisor or your ethics counselor. Your ethics counselors are your brigade judge advocate, or for USAREC, contact Tim Goblirsch or Capt. David Beane.

Basic Obligations of Public Service Under Executive Order 12674

- Public service is a public trust, requiring employees to place loyalty to the Constitution, the laws and ethical principles above private gain.

- Employees shall not hold financial interests that conflict with the conscientious performance of duty.

- Employees shall not engage in financial transactions using nonpublic government information or allow the improper use of such information to further any private interest.

- An employee shall not, except as [provided for by regulation], solicit or accept any gift or other item of monetary value from any person or entity seeking official action from, doing business with, or conducting activities regulated by the employee's agency, or whose interests may be substantially affected by the performance or nonperformance of the employee's duties.

- Employees shall put forth honest effort in the performance of their duties.

- Employees shall not knowingly make unauthorized commitments or promises of any kind purporting to bind the government.

- Employees shall not use public office for private gain.

- Employees shall act impartially and not give preferential treatment to any private organization or individual.

- Employees shall protect and conserve federal property and shall not use it for other than authorized activities.

- Employees shall not engage in outside employment or activities, including seeking or negotiating for employment, that conflict with official government duties and responsibilities.

- Employees shall disclose waste, fraud, abuse, and corruption to authority.

- Employees shall satisfy in good faith their obligations as citizens, including all just financial obligations, especially those — such as federal, state, or local taxes — that are imposed by law.

- Employees shall adhere to all laws and regulations that provide equal opportunity for all Americans regardless of race, color, religion, sex, national origin, age, or handicap.

- Employees shall endeavor to avoid any actions creating the appearance that they are violating the law or ethical standards.

- Whether particular circumstances create an appearance that the law or these standards have been violated shall be determined from the perspective of a reasonable person with knowledge of the relevant facts.

H3s Mo

New Hummers are on the road to your battalion

*By Mary Kate Chambers,
RJ associate editor*

The wheels of this project have been rolling for about a year now, but the rubber really started to meet the road in June.

That's when Recruiting Command began transporting the first of 50 new H3 Hummers for each battalion to use as a local recruiting asset.

"The H3 is a real 'icebreaker' in itself, so it should allow recruiters the ability to attract bigger crowds which will allow us to work our magic," said Sgt. 1st Class Anthony J. Colarusso, station commander at the Fort Meade, Md., station.

The vehicles aren't meant for the battalion sergeant major to drive around town. According to the operation order, they should be used to support maximum strategic marketing events.



ove Out

The H3 is meant to help attract youth who will identify with the Hummer-military image.

"To win in the marketplace, you have to be relevant and project an image that is intriguing to prospects," said Col. Donald Bartholomew, USAREC G5 chief. "The H3 is just another tool in our kit — admittedly a really big one — that will turn heads and get feet moving toward the sound and excitement, and hopefully the waiting Army recruiters."

The push for Hummers as a local recruiting asset began about a year ago.

"GSA has never had any Hummers in their inventory," said Jim Kilgo, chief of supply, services and facilities in G4/8. "We originally went in and asked for H2s and they disapproved the H2s. They said yes to H3s."

Six H2s that have been used at national events belong to Army Accessions Command; they are Army-owned. Kilgo worked the partnership with the General Services Administration to lease the H3s for six years.

The Hummers, polished black with Army-gold logos, come to each battalion stacked with top-of-the-line equipment. They're built to be a mobile theater with a DVD/CD/MP3 player, a 32-inch LCD monitor and an Xbox game system. Add the 13-inch subwoofer and 6.5-inch speakers, and the cost of the entertainment system reaches \$9,000.

Kilgo said the effect is powerful.

"It's something for the kids to talk about," he said.

"They're going to want to talk about the wattage, what it does, 'Let me listen to it,'" he said.

The H3 is somewhat scaled back in size from the H2. The length is almost 17 inches shorter, and it is 6.5 inches narrower than the previous widebody. The vehicle is still unmistakably a Hummer, though, with its distinctive flat hood and squared-off shape.

Brigades and battalions must record use of the H3 and leads generation into the LRSS database. After action reviews must be sent to USAREC G5.

"Our H3s are bold, dynamic, powerful, and will be the center of attention at hundreds of local events throughout the coming months," said Bartholomew. "But to fully exploit the resource, Army recruiters will still have to use their training and skills to tell their personal story in order to turn the prospect's intrigue and excitement into interest in joining the Army."

Kilgo said he intends to have all vehicles be delivered by Sept. 12.



Distribution order

- | | | |
|------------------------|--------------------|-------------------|
| 1. Baltimore | 16. New England | 32. New Orleans |
| 2. 1st AMEDD | 17. Dallas | 33. Houston |
| 3. Chicago | 18. Nashville | 34. Oklahoma City |
| 4. Great Lakes | 19. Denver | 35. 6th AMEDD |
| 5. Indianapolis | 20. Salt Lake City | 36. Puerto Rico |
| 6. Los Angeles | 21. Phoenix | 37. Kansas City |
| 7. Southern California | 22. Syracuse | 38. St. Louis |
| 8. Beckley | 23. New York City | 39. Columbus |
| 9. Raleigh | 24. Albany | 40. Cleveland |
| 10. Columbia | 25. Atlanta | 41. Pittsburgh |
| 11. San Antonio | 26. 2d AMEDD | 42. Sacramento |
| 12. 5th AMEDD | 27. Montgomery | 43. Portland |
| 13. 3d AMEDD | 28. Jacksonville | 44. Seattle |
| 14. Harrisburg | 29. Tampa | 45. Milwaukee |
| 15. Mid-Atlantic | 30. Miami | 46. Minneapolis |
| | 31. Jackson | 47. Des Moines |



1st Brigade Scores with 09L Ad During World Cup



By David Salazar, 1st Brigade

More than 28 billion people in over 200 countries tuned in to the World Cup of Soccer this year.

Most viewers saw an impressive display of athleticism and international camaraderie, but local Arab-American community leaders helped Army recruiting officials see an opportunity.

To promote the Army's Arabic translator-interpreter recruitment program, recruiting officials launched an all-Arabic advertising campaign that aired on Arabic television during the World Cup.

It started when 1st Brigade held its 09L conference in Washington, D.C., on May 19.

The conference acted as a platform for recruiters to interact with and educate local Arab-American community influencers on the role of 09Ls in global stabilization operations.

These community leaders inform recruiters of how they can best reach their intended audience to inform them of the Army's translator-interpreter program.

"The conference became a strategy session looking for ways the Army can get the word out to this target audience," said Tom Owen, 1st Brigade field marketing representative.

The leaders' message was clear: If you want to deliver information to the Arabic speaking community, advertise on what they love to watch — soccer.

With the World Cup matches beginning just two weeks after the conference, the timing couldn't have been better for Army advertising staff.

"If there's one thing that can get us into every (Arab-American) home, it's (soccer)," said Joumana Chahine-Sleiman, the Army's lead Arab interpreter-translator recruiter. "We can assume that lots of young people (in Arab-American communities) will watch the World Cup and see the ad."

Owen, Chahine-Sleiman and 1st Brigade's Advertising and Public Affairs developed television spots in Arabic to air on radio and television during the month-long World Cup.

The 30-second ads aired 260 times over the course of 64 televised games. A 10-second spot, primarily to announce the Army's sponsorship of the World Cup games, aired 540 times.

"The concept of the spot itself came from the input from the

COIs," Owen said. After a presentation by Army officials at the Arabic Speaking Community Leaders Conference, the COIs were convinced that the same message needed to be relayed to the Arab-American public.

"They were very impressed by what we had to show them," Owen said. "They told us that we need to do more to get these stories out about what 09Ls do every day."

Though the images and tone of the ad are moving, what recruiting officials hope will get the audience's attention is the fact that the ad was recorded entirely in Arabic.

"(It'll be) a complete shocker — not only because it's in Arabic, but in the sense that the U.S. Army is making an effort to reach out to the parents and not just the kids themselves," Chahine-Sleiman said. "Lots of these parents are immigrants and don't speak a lot of English, so this gives them the chance to see for themselves what 09Ls are doing."

Since the inception of the 09L recruiting effort in 2003, finding qualified individuals to enlist has not been the main difficulty — appealing to their parents has.

"Normally the parents have the final say in any decision," said Chahine-Sleiman.

Current events haven't helped recruiters deal with parents in these close-knit families.

"Try to watch TV for just one day and see what's on — what all these parents see is violence (covered by the news media) — they don't see the whole picture," or any of the positive things Coalition Forces have done in Iraq or Afghanistan, Chahine-Sleiman said. "This ad will help them actually see that their children can make a very positive impact in those places," she said.

To prepare for the response, the USAREC call center expanded their capabilities to accommodate calls. The call center already employs two Arabic-speaking operators to take calls from prospective applicants who feel more comfortable speaking in Arabic.

Owen believes the ad will bolster interest in the program inasmuch as giving recruiters a "running head start" on their requirements for next fiscal year.



Dr. Michael Goodboe, vice president for human resources, Wackenhut Corp., signs USAREC's 150th PaYS agreement May 24. Maj. Gen. Thomas Bostick, commanding general, Recruiting Command, and Gary Sanders, Wackenhut CEO, participate in the signing ceremony.

By Harvey Spigler, Miami Battalion

The Army's Partnership for Youth Success program has grown considerably in the past few years. In fact, the program has enlisted agreements with Fortune 500 Corporations such as Shell Oil, Goodyear, Sears, Harley Davidson and Pepsi.

Now, the program has further strengthened with the addition of its 150th partner, the Wackenhut Corporation.

A partnership agreement was signed May 24 by Maj. Gen. Thomas Bostick, commanding general of USAREC, and Dr. Michael Goodboe, vice president of human resources and corporate learning officer. The ceremony took place at Wackenhut headquarters in Palm Beach Gardens, Fla.

Among the guests were Col. David Gill, commander of 2d Brigade; Capt. Danny Robinson, commander of Jupiter Company; and ShaeWarzocha and Ed Lane, PaYS marketing analysts.

Wackenhut officials who witnessed the signing included Gary Sanders, chief executive officer; Bill Hill, president of investigations; and numerous senior corporate vice presidents and directors.

Sanders said he was thrilled to be part of the program. He said that he grew up in a military family and recognized Goodboe's Navy service, as well as the military experience of many of their corporate high ranking officials. He stressed the

importance of military service and told of Wackenhut's reliance on a veteran's sound decision making, maturity and work ethic.

Wackenhut is the world's second largest provider of security services, with 38,000 employees within offices in more than 100 countries. Their Custom Protection Officer Program employees are recruited and must meet rigorous standards of physical fitness, experience and academic achievement.

One Soldier who made this transition was also present at the ceremony.

Retired Maj. Mike Boss is currently operations and recruiting project manager from Wackenhut's Fort Lauderdale office. His experience as a Soldier includes Army recruiting, where he served as company commander in Brunswick Battalion, now part of New England Battalion. He and Gill were rival company commanders within the battalion. The two swapped "war stories" and reminisced about their monthly competition to be their battalion's top company.

The signing was the result of a combined effort between two battalions and the PaYS marketing staff. The nomination was started across the country in Sacramento Battalion almost one year ago. Representatives from the battalion approached Wackenhut and sparked their interest, however, since their corporate headquarters is in south Florida, the process shifted to Miami Battalion.

The Incident Information Report

By Laurence Hunter,
5th Brigade Family Advocacy
coordinator

USAREC Form 958 "Incident Information Report" is one of the most powerful tools unit commanders can use when confronted by issues of actual or alleged abuse of a child or spouse.

Commanders who try to go other routes to solve interpersonal and often complex abuse situations at the command level will soon discover they are in over their heads and will have only delayed the help other resources were intended to give. Army "well-being," according to Army Command Policy (AR 600-20), is actually a "condition" resulting from the effects of a system of individual programs, policies and initiatives.

Systems are in place to help restore a condition of well-being to military families caught up in abusive situations. This system is called the case review committee or better known as the CRC. AR 600-18 (The Family Advocacy Program) states that the CRC's purpose is to "coordinate medical, legal, law enforcement and social work assessment, identification, command intervention and investigation and treatment functions from the initial report of spouse or child abuse to case closure."

Members of the CRC include the medical treatment facility chief of social work services, a physician, the installation chaplain, a substance abuse program clinical manager, the provost marshal, staff judge advocate, the family advocacy program manager and the case manager. Other professional consultants may be invited as needed. AR 600-18 also states "The unit commander exercising UCMJ authority over alleged abusers, or the civilian supervisory equivalent, will be invited to attend CRC

meetings when cases involving his or her personnel are scheduled for presentation or review. In the absence of the commander or civilian supervisor, a senior enlisted adviser is authorized to attend."

Commanders who report abuse actually begin to put into motion this system that is designed to intervene and investigate all abuse cases. DoD Directive 6400.1 defines child abuse and/or neglect that "Includes physical injury, sexual maltreatment, emotional maltreatment, deprivation of necessities, or combinations for a child by an individual responsible for the child's welfare under circumstances indicating that the child's welfare is harmed or threatened. The term encompasses both acts and omissions on the part of a responsible person.

A child is a person under 18 years of age for whom a parent, guardian, foster parent, caretaker, employee of a residential facility or any staff person providing out-of-home care is legally responsible. The term child means a natural child, adopted child, stepchild, foster child, or ward. The term also includes an individual of any age who is incapable of self-support because of a mental or physical incapacity and for whom treatment in a military treatment facility is authorized."

The same directive defines spouse abuse that

"Includes assault, battery, threat to injure or kill, other act of force or violence, or emotional maltreatment inflicted on a partner in a lawful marriage when one of the partners is a military member or is employed by the Department of Defense and is eligible for treatment in an MTF. A spouse under 18 years of age shall be treated in this category."

Completing and forwarding the Incident Information Report is the appropriate action. Anything else is a Band-Aid approach and will likely escalate the problems. USAREC Family Advocacy Program Coordinators can assist commanders with coordinating CRC support at the nearest military installation. Commanders are encouraged to review reporting requirements and incidents listed in Table 2-1 of USAREC Reg 190-4, "Incident Reporting," and become familiar with the unit commanders responsibilities in AR 600-18 chapter 1-8b.

INCIDENT INFORMATION REPORT (For use of this form see USAREC Reg 190-4)									
1. BATTALION:					2. POINT OF CONTACT/TELEPHONE:				
3. DATE AND TIME INFORMATION RECEIVED:					4. DATE AND LOCATION OF SUPPORTING PROVOST M				
5. TYPE OF REPORT: <input type="checkbox"/> Initial <input type="checkbox"/> Followup <input type="checkbox"/> Final					6. DATE OF INITIAL REPORT:				
7. INCIDENT AND DATE OF OCCURRENCE:					PERSONNEL INVOLVED				
8. NAME:					9. AGE:		17. NAME:		
10. GRADE:		11. SEX:		12. RACE:		13. SSN:		19. GRADE:	
14. DUTY POSITION:		15. COMPONENT: <input type="checkbox"/> Regular Army (RA) <input type="checkbox"/> Reserve (AR)		16. COMPANY:		23. DUTY POSITION:		20. SEX:	
24. COMPONENT: <input type="checkbox"/> Regular Army (RA) <input type="checkbox"/> Reserve (AR)					25. COMPANY:				
NOTE: Enter information on additional personnel involved into the Remarks section.									
26. PUBLICITY:									

Storm Season



By Combat Readiness Center

To keep yourself and your family safe during weather-related emergencies, follow these tips:

Hurricane

- If you have to evacuate, know where to go and how to get there.
- Educate yourself on procedures for recovery and safe clean-up.
- Establish an assembly point for family members to meet if separated. Choose one person everyone can contact with their whereabouts and status.
- Know how to shut off your home's utilities.
- Board up windows and secure loose outdoor items.
- Stock emergency supplies, including canned food, bottled water, medications and personal hygiene items, in water-tight storage bins.
- After the storm, if you still have power, monitor conditions on TV or radio.
- Listen for warning sirens.
- Stay indoors until authorities tell you it's safe to go outside.
- Stay away from windows and exterior doors. Seek shelter in a bathroom or basement.
- Be prepared to evacuate.

Flood

- Know your proximity to rivers, streams and dams.
- Avoid underpasses, underground parking garages and basements.
- If you're hiking or camping along a stream or river, stay alert to local weather conditions. And stay away if thunderstorms are predicted, or if they've happened recently.
- Develop an evacuation plan for your family.
- Be prepared for power and service interruptions. Keep your car fueled, stock bottled water and nonperishable food and get a first aid kit.
- Never attempt to drive through a flooded road.
- If your vehicle stalls, get out and move to higher ground.
- If you're walking in water that's above your ankles, stop and turn around.

Tornado

- Seek shelter immediately.
- Away from home, basements or interior corridors of office buildings, tunnels, underground parking lots or subways are the best bets.
- If you're outside, lie flat in a ditch or other low-lying area and protect your head. Stay away from poles and overhead lines.
- If you're driving, drive at right angles to the tornado's path.
- If you're at home, head for the basement and take cover under a heavy table or workbench. If you don't have a basement, go into a windowless room in the center of the house.
- A tornado watch means conditions are right for the formation of a tornado. Stay alert, and be prepared to take shelter.
- A tornado warning means a tornado has been spotted in your area.

Daytona Beach Recruiters Chase and Catch Robbery Suspect

By Cynthia Rivers-Womack, Jacksonville Battalion

The normal course of a day for recruiters usually includes area canvassing, which may result in an appointment, and hopefully, net a contract. But two recruiters from Daytona caught more than they expected while canvassing an area shopping center. Staff Sgt. Jefferey Bumb and Staff Sgt. Eric Lowery were involved in the chase and apprehension of an alleged thief. Their heroism was recognized by the Daytona Beach Police Department with certificates of appreciation in a ceremony May 17.

"Not only do they serve and protect us as Soldiers, but they also place themselves in peril to protect us at home," said Daytona Beach Police Deputy Chief Harold "Jody" Thomas, as he presented the certificates. "Their performance was exemplary and is to be commended," said Thomas, who also served in the Army assigned to the 82d Airborne.

On April 13, Bumb and Lowery were near a store in Daytona when they noticed someone running away and being chased by employees. The employees indicated that the man was a suspected shoplifter. Although the employees had already called 911, the two recruiters gave chase.

Bumb returned to the parking lot to get the car and eventually caught up with his partner. During the chase, Lowery called 911

to let the police know his location and he noticed the young man throwing out clothing that appeared to be stuffed in his pants and shirt. About a half-mile from the shopping center, Lowery realized the suspect was beginning to lose his breath and slow down, so Lowery took a chance to move in closer to grab the young man. By then, Bumb had located them and they both held the suspect until the police arrived.

"Even though I never lost sight of him during the chase I still kept my distance because I didn't know if he had a weapon, or what," said Lowery, an MP and former police officer in Oakland, Fla. It was just part of a routine familiar to him. "I've had to chase people before as a policeman," he said.

Bumb said he was glad to help apprehend the suspect. Both Soldiers agree they would have been ready and willing to do the same as civilians too.

"There's always a fight to be fought," said Bumb. "Our actions just give more credence to the Army story and what it means to be a Soldier."

In a ceremony at the Daytona Beach recruiting station, Maj. Gen. Thomas P. Bostick, USAREC commanding general, presented the Army Achievement Medal to Bumb and Lowery in recognition of their heroic actions.

Soldiers should always keep their safety as well as the safety of others in mind when operating a motor vehicle. -SJA

Future Soldier Ceremony

On June 10, South Hadley, Mass., station held their Future Soldier promotion ceremony for their 2006 seniors. Future Soldiers attended monthly training sessions, where they were trained by recruiters on the Basic Training Task List and physical fitness workouts. They trained throughout the year and 10 Future Soldiers were promoted to private E-2. Parents, friends, referrals and COIs attended. *Photo by Sgt. 1st Class Cynthia Carroll*



USAREC CG and Future Soldiers Around the Command



Welcome to the Army

Maj. Gen. Thomas P. Bostick, commanding general of USAREC, led Future Soldiers as they were sworn in on June 14 during the headquarters Army Birthday celebration. *Photo by Jim Welker*



Race track recruiting

Future Soldiers from Lansing, Mich., Company and Maj. Gen. Thomas P. Bostick, commanding general of USAREC, appeared at a NASCAR event in Brooklyn, Mich., June 18. *Photo by Col. Donald Bartholomew*

Son's Enlistment Prompts Mother, 36, to Join Him in New Orleans Battalion

*Story and photo by Len Butler,
New Orleans Battalion*

As Robert D. McLain and Shannon D. Morris prepared themselves to ship to basic training, two separate feelings bore into them.

For McLain, it was the intense sense of duty, honor and country. For Morris, it was a dream come true. The feelings of these two Future Soldiers are not uncommon among the thousands who enlist across the country, but their enlistments are uncommon as they are mother and son.

Their road to the Army began as many others have. McLain, 18, approached Staff Sgt. Charles W. Steed of the Shreveport South station at McLain's high school. Following their discussion McClain talked to his mother and a short time later joined the Army.

Morris, 36, said the more her son talked about his decision the more interested she became in doing something for herself. She said she had wanted to join since she was a teenager, but as fate would have it, she didn't get the chance.

"My brother was in the Army and it was always something that I wanted to do," she said. "My father encouraged me to do it. But I became a mother at a young age and that took the priority."

Since that time Morris thought she had lost her chance. But when McLain learned that the age limit to enlist had been raised, he encouraged her to check it out.

"When Robert told me I might still be young enough, the wheels started turning and I thought this might just be my last opportunity to get the benefits for my education and see the world."

Steed was skeptical at first when McLain told him about his mother's interest. It didn't take long for him to realize there was more to it than talk.

"I thought he was joking at the time," Steed said. "But he came back and I spoke with him some more and realized that he was serious about it. She called me later that night and we made an appointment."

Morris said her family was surprised she wanted to enlist and serve. Her mother thought it was a great idea and

"When Robert told me I might still be young enough, the wheels started turning and I thought this might just be my last opportunity."

- Shannon Morris

her husband encouraged her as well.

"My brother thought I was crazy," she joked. "But he also thought it was great that I was doing it and I couldn't believe how supportive everyone was of me. It made me proud to know that they were all behind me."

Steed said that he hasn't had Future Soldiers quite like Morris or McLain who work as a team in getting the Future Soldier tasks required before getting to basic training.

"Out of all the Future Soldiers in the program, they are some of the best in being motivated and going through the basic training task list," he said. "It's great to have them call you and let you know they're ready to check out on the tasks instead of me having to call and make the follow ups."

And while McLain has been an athlete in high school playing football and baseball, Steed was quick to point out that Morris' age won't be a factor in any physical fitness demands. He added that in two months, Morris had shaved four minutes off her mile run time.

"When I first did the initial assessment, her run time was more than 12 minutes," he said. "Within two months, she had it down to 8:30. She's been really focused."

Morris, who will be a petroleum lab specialist, left for basic training May 25 and McLain followed on May 30 to Fort Benning, where he began training to become a Ranger.

Steed said he is confident they will do well, and Morris will realize her dream.

"I wish we had more people like them," he said. "It makes our job a lot easier."



Shannon Morris, 36, left, and her son Robert McLain, right, were recruited by Staff Sgt. Charles Steed of Shreveport South station.



Lt. Col. Kenneth Swanson, left, thanks Sgt. Phillip White and Staff Sgt. Andrew Kelley for their assistance in apprehending a suspect for Police Chief Kevin Milosevich.

Seattle Battalion Recruiters Involved in Apprehension of Suspected Car Thief

Story and photo by Bill Pearce, Seattle Battalion

Staff Sgt. Andrew Kelley and Sgt. Phillip White had no idea their late afternoon recruiting mission was about to take a dramatic turn. Both Soldiers, assigned to the Seattle Battalion's Tukwila station, were conducting routine duties a few miles from their station when they decided to talk to two young men in a restaurant parking lot.

"Both individuals seemed nervous and disinterested when we spoke to them," said White, a former Richmond, Va., police officer.

As the recruiters prepared to drive out of the lot they both noticed that the men were looking into a number of unoccupied vehicles and seemed to have their attention focused on an SUV.

"One of the men moved to a position to act as a lookout," said Kelley.

"Staff Sgt. Kelley and I entered the parking lot to intercept the individuals at the same time calling local authorities," said White. "Upon approaching the men, we noticed they had pulled the lock on the driver's door of a green Ford SUV and were attempting to steal the vehicle."

The two men then ran to their own vehicle (later found to be stolen) and raced out of the parking lot.

"The suspects drove through several warehouse parking lots and side streets at a high rate of speed attempting to lose us,

but we remained within visual range and in contact with local police," said White.

"We chased the suspects into a Boeing Aircraft Company parking lot where they lost control of their vehicle, crashing over a median and into a concrete curb," said Kelley.

Boeing Company Police entered the chase and the two suspects, regaining control of their vehicle, continued to flee only to find themselves at a dead end.

"The two suspects left their vehicle and fled on foot and Staff Sgt. Kelley and I exited our vehicle and gave chase. We quickly closed on the suspects and apprehended them," said White.

Local authorities arrived on the scene shortly thereafter and arrested both suspects finding several stolen items and weapons in their vehicle.

According to the Renton Police, the suspects had in their possession weapons and stolen property belonging to several victims and documents which could have been used to commit identity theft.

The recruiters were thanked by the police, Boeing employees and the owner of the vehicle.

On June 19, at Tukwila station, White and Kelley received commendations from the police and Army Achievement Medals from Seattle Battalion.

Army raises enlistment age to 42

By USAREC Public Affairs

The Army has raised the enlistment age to 42, made possible under provisions of the Fiscal Year 2006 National Defense Authorization Act.

The Army raised the active-duty age limit to 40 in January as an interim step while it worked out the additional medical screening requirements for recruits ages 40 to 42. Before January, an applicant could not have reached his or her 35th birthday. The Army Reserve age limit was raised from 35 to 40 in March 2005.

Raising the maximum age for Army enlistment expands the recruiting pool, provides motivated individuals an opportunity to serve and strengthens the readiness of Army units. More than 1,000 men and women over age 35 have already enlisted since the Army and Army Reserve raised their age limits to age 40.

"Experience has shown that older recruits who can meet the physical demands of Army service generally make excellent Soldiers. They are mature, motivated, loyal and patriotic, and bring with them a wealth of skills and experience to our Army," said Col. Donald Bartholomew, U.S. Army Recruiting Command Assistant Chief of Staff, G5.

"We certainly do not expect for this change to result in a large increase of recruits, however it will allow for those individuals who have the passion for service, but for whatever reason could not serve earlier in their lives, the opportunity to serve the

nation now, when the time is right for them," he added.

All applicants must meet eligibility standards, to include passing the physical standards and medical examinations; however those 40 to 42 will be given additional medical screening.

Recruits of all ages are eligible for the same enlistment bonuses and other incentives based on their individual qualifications.

Change to command annual awards

By USAREC G3

Changes have been made to the command annual awards recognition categories and criteria for FY06. The Recruiter Edge will be updated with changes.

This amendment is effective beginning RCM July and will continue through 4th Quarter. This amendment will also be used to calculate year-to-date points.

Changes are as follows:

Station Mission Box Definitions

(1) Hard Mission Box - Must achieve net mission by category for both Regular Army and Army Reserve (current substitution rules apply).

(2) Volume Mission Box - Must achieve net volume for both Regular Army and Army Reserve.

Individual Mission Box Definition

(1) Hard Mission Box - Must achieve net mission assigned via OUTLOOK by category for both Regular Army and Army Reserve (current substitution rules apply).

(2) Volume Mission Box - Requires making the total volume mission assigned via OUTLOOK but no less than two volume contracts are required in order to qualify for individual volume MB points regardless of assigned mission.

(3) A recruiter will be able to achieve mission box points on his/her own by achieving their individual assigned mission via OUTLOOK regardless if the station achieves mission box. If the recruiter has a mission of two (one GSA and one OTH) and achieves his/her mission, 50 mission box points will be awarded. If they do not hard box but make their total volume mission (but no less than 2) they will earn individual volume mission box points which is 25 points. In addition, if the recruiter and the station achieve box (hard or volume) the recruiter will receive additional points for each level of that box.

Example: The recruiter who makes his or her assigned mission (hard box) and the station makes volume he or she will get an additional 25 points (total of 75 points). If the station hard boxes then an additional 50 points (total for both making hard box = 100). If the recruiter makes their volume mission (but not less than 2) they will get a total of 75 points, 25 for their volume and 50 if the station hard boxed or in the case of both volume box, they get 50 total. Note that in both cases the recruiter must make his or her assigned mission first (either vol or hard box) before any points are given.

Points will also be awarded for contracts, shippers, basic training grads, and CG bonus.

Point Values are listed below.

Any other point changes such as CG Bonus, AMEDD, etc., will be listed on the updated Recruiter Edge.

Point Type

Point Value

Hard Box Individual 50

Volume Box Individual 25

Hard Box Station 50

Volume Box Station 25

GSA Contracts 20

All Other Contracts 10

GSA contracts written above individual mission: 30 1st, 40 2d, 50 3d, etc.

All other contracts written above individual: 10 1st, 20 2d, 25 3d, etc.

Any echelon above station achieves Hard Box 25

Any echelon above Station achieves Volume Box 15

USAMU Soldiers win 11 medals

By Army News Service

Six U.S. Army Marksmanship Unit Soldiers, one Army Reservist, a Navy Reservist and a West Point cadet have brought home medals from the 2006 USA Shooting National Championships.

In the Men's Air Pistol competition, Sgt. 1st Class Thomas A. Rose of the USAMU got the gold medal. Rose also received the silver medal in the Center Fire Pistol match and the bronze medal in the Standard Pistol contest.

This was the first USA Shooting National Championship title for Rose, who only started competing in international pistol last year, and he won the gold medal by 5/10ths of a point.

"I was very happy; it was a tough match," Rose said. "I went into the finals tied for first place but it went down to the last shot. I had to shoot a 10.1 or better to secure the win because I had a 9/10ths of a point lead. I just focused on shooting and what I had to do, and I got the win."

USAMU's Staff Sgt. John C. Ennis won the gold medal in the Rapid Fire Pistol match. Two-time Olympian Sgt. 1st Class Daryl L. Szarenski of the USAMU received the silver medal and Ennis got the bronze medal in the Men's Free Pistol Championship.

Two-time Olympian Sgt. 1st Class Jason A. Parker of the USAMU won the gold medal in Men's Air Rifle. Army Cadet Christopher Abalo of the U.S. Military Academy at West Point won the Junior Men's Air Rifle Championship.

In the Men's Three-Position Free Rifle competi-



Sgt. 1st Class Thomas A. Rose earned the gold medal in the Men's Air Pistol competition, USA Shooting National Championships June 11-18. Courtesy photo

tion, Parker received the silver medal and two-time Olympian Sgt. 1st Class Thomas A. Tamas of USAMU brought home the bronze.

Tamas got the silver medal and USAMU's Lt. Col. Robert E. Harbison, a 1996 Olympian, the bronze, in the Men's Free Rifle Prone match. USAMU gunsmith Glenn R. Sulser was the Senior Champion, and Abalo got the silver medal in the Junior Championship.

Army Reservist Staff Sgt. Libby Callahan won the gold medal in the Women's Sport Pistol Championship, and Navy Reserve Petty Officer 2nd Class Sandra Uptagrafft took the bronze medal.

Callahan, a three-time Olympian, also got the bronze medal in Women's Air Pistol.

The USAMU hosted the USA Shooting Rifle and Pistol National Championships June 11-18 at the Pool International Shooting Complex and Phillips Range.

The USA Shooting Shotgun National Championships were conducted at the Olympic Training Center in Colorado Springs, Colo., June 24 to July 2.

Schumacher takes first win of the year

By Chris Dirato, U.S. Army NHRA Racing

U.S. Army Top Fuel driver, Tony "The Sarge" Schumacher, won his first race of the year June 18 in the O'Reilly Midwest Nationals at Gateway International Raceway.

Elsewhere, U.S. Army Pro Stock Motorcycle pilots, Angelle Sampey and Antron Brown, lost in the semifinals and first round, respectively.

Top Fuel

Schumacher had to wait 12 races in 2006 to get his 31st career win at a track where he had never been to victory lane.

On the way to knocking out Brandon Bernstein in the finals, the Chicago native beat Scott Weis, David Baca and J.R. Todd.

"This is clearly a nice shot in the arm for the U.S. Army team," said a jubilant Schumacher. "It's no secret that we've been struggling up to now, so to finally get the monkey off our backs and get a win is just tremendous."

With the St. Louis win, Schumacher moved up a spot in the standings to sixth and is now 250 points behind teammate, Melanie Troxel, in first.

"I'm just happy we were able to get a win for our Soldiers," he added. "There are so many of them around the world who are fans of our team. Needless to say, we're

huge fans of them for what they're doing for all of us."

Pro Stock Motorcycles

Despite losing to Chip Ellis in the semifinal round, Sampey actually padded her lead in the standings. She's now 28 points ahead of second-place Andrew Hines.

"I'm a bit bummed because I thought we had a legitimate shot at winning the race," said the three-time world champion. "But, I guess you do have to look at the big picture. Certainly, expanding our lead was real important."

Brown, who had qualified fourth, was beaten in the opening round by Craig Treble. The Indianapolis resident recorded a stellar .009-second reaction time at the starting line, but could not hold off the hard-charging Treble at the finish line.

"For some reason my Suzuki just laid over at the top end of the track," said Brown afterwards. "It's definitely disappointing not to go rounds here today since we were closing on Angelle for the lead in the standings."

Brown dropped to fourth in the standings and is now 89 points in back of Sampey.

Schumacher, Sampey and Brown had two weekends off before taking on the first leg of the NHRA's annual three-race western swing, the Mopar Mile-High Nationals, at Bandimere Speedway in Denver, July 14-16.

VA to provide free credit monitoring

Army News Service

The Department of Veterans Affairs will provide one year of free credit monitoring to people whose personal information may have been stolen in the recent data theft that occurred at an employee's Maryland home, Secretary of Veterans Affairs R. James Nicholson announced June 21.

"VA continues to take aggressive steps to protect and assist people who may be potentially affected by this data theft," said Nicholson. "VA has conducted extensive market research on available credit monitoring solutions and has been working diligently to determine how VA can best serve those whose information was stolen.

"Free credit monitoring will help safeguard those who may be affected, and will provide them with the peace of mind they deserve," he added.

Nicholson said VA has no reason to believe the perpetrators who committed the burglary were targeting the data, and Federal investigators believe that it is unlikely that identity theft has resulted from the data theft.

The VA solicited bids from qualified companies to provide a comprehensive credit monitoring solution. VA asked the companies to provide expedited proposals and to be prepared to implement them rapidly once they are under contract.

After VA hires a credit monitoring company, the Department will send a detailed letter to people

whose personal information may have been included in the stolen data. The letter will explain credit monitoring and how eligible people can enroll or "opt-in" for the free services. The Department expects to have the services in place and the letters mailed by mid-August.

Nicholson also announced VA is soliciting bids to hire a company that provides data-breach analysis, which will look for possible misuse of the stolen VA data. The analysis would help measure the risk of the data loss, identify suspicious misuse of identity information and expedite full assistance to affected people.

As part of VA's efforts to prevent such an incident from happening again, Nicholson previously announced:

- a series of personnel changes in the Office of Policy and Planning, where the breach occurred;
- the hiring of former Maricopa County (Ariz.) prosecutor Richard Romley as a Special Advisor for Information Security;
- the expedited completion of Cyber Security Awareness Training and Privacy Awareness Training for all VA employees;
- that an inventory be taken of all positions requiring access to sensitive VA data by June 30, 2006, to ensure that only those employees who need such access to do their jobs have it;
- that every laptop in VA

Did You Know ... PaYS

USAREC Pam 601-33 is an instructional guide for the Army PaYS program. It provides direction on how to determine what constitutes a qualified PaYS partner and how to request an exception for those companies with less than 500 employees; how to submit a referral using the online lead referral submission system; when to present the PaYS overview; and how to capitalize on the partnership by using it as a force multiplier.

The PaYS Web site, linked from the G-5 portal, contains all the tools necessary to prepare for and present the PaYS program overview to approved referrals. It also has a tool to find out what partners have jobs loaded in each battalion (PaYS partner Regional Activity Map) and contains a recruiter training presentation.

Commanders and first sergeants should ensure recruiters discuss the PaYS program benefits during The Army Interview and again when making a temporary reservation in FSR2S. The program could make a difference for applicants undecided about enlisting or accessing.

undergo a security review to ensure that all security and virus software is current, including the immediate removal of any unauthorized information or software; and

- that VA facilities across the country – every hospital, Community-Based Outpatient Clinic (CBOC), regional office, national cemetery, field office and VA's Central Office – observe Security Awareness Week beginning June 26.

People who believe they may be affected by the data theft can go to www.firstgov.gov for more information. VA also continues to operate a call center that people can contact to get information about this incident and learn more about consumer-identity protections. The call center is open 8 a.m. to 9 p.m. EDT at (800) 333-4636.

DoD to continue smallpox vaccinations

By Donna Miles, American Forces Press Service

The Defense Department has no plans to discontinue a smallpox vaccination program, despite an announcement that vaccinations may have caused a Soldier's death.

A panel of military doctors concluded that vaccinations may have caused the death of Army Pfc. Christopher "Justin" Abston.

Abston received the smallpox and influenza vaccines in November at Fort Bragg, N.C., and died 16 days later, officials said.

His autopsy revealed an inflammation of the heart muscle. The smallpox vaccine is one of several known triggers of this condition. Evidence of another known trigger for the condition was found during the autopsy.

"Evidence of the vaccinia virus, the main ingredient of smallpox vaccine, was not

found in his heart muscle, but evidence of a different virus, parvovirus B19, was found," a Defense Department release stated. "Natural infection with parvovirus B19 is another known cause of heart inflammation and death."

A panel of military medical experts determined it is "neither probable nor unlikely," merely "possible," that vaccinations caused Abston's death.

Abston is the only servicemember whose death has been linked to the smallpox vaccine. Of 1 million servicemembers vaccinated through the program, 120 developed myocarditis or similar conditions, but all others survived.

DoD initiated the smallpox vaccination program in December 2002, Air Force Lt. Col. Ellen Krenke, a Pentagon spokeswoman, said. The program is used to protect troops assigned to U.S. Central Command, U.S. Forces Korea, or designated units with homeland defense missions.

"The smallpox vaccine has been given billions of times to Americans and people all over the world in the last century," Krenke said. Hundreds of studies have assessed the vaccine, and DoD will continue to monitor the safety of the smallpox vaccine and all other vaccines it uses to protect servicemembers, she said.

Army Reserve chief: Recruiting stats alone don't tell whole story

By Donna Miles, American Forces Press Service

The Army Reserve may fall 3 percent or 4 percent short of its recruiting goal for the year, but its new chief said that's not necessarily "a bad-news story."

"We are not where we would hope to be right now in recruiting, but we are very, very close," Army Lt. Gen. Jack Stultz told Pentagon reporters during a media roundtable June 21.

As of late May, the Army Reserve was just over 800 recruits short of its year-to-date goal of 20,175. "We are at about 96 percent of our goal for recruiting for this time of year," Stultz said.

The Army Reserve slightly exceeded its recruiting goal for May, and Stultz said he expects that trend to continue through early summer as new high school graduates enter the force.

Another boost could come through the Army's announcement that it has raised the maximum enlistment age for both its active and reserve components from 40 to 42. The Army Reserve previously raised its age limit in March

2005, from 35 to 40.

However, with about 16,000 more recruits needed to meet the component's 36,000 goal for the year, Stultz said he expects the Army Reserve to remain at the 96- or 97-percent level by late September.

Stultz cited several factors the numbers alone don't reveal, but that bode well for Army readiness overall:

- More Army Reservists are electing to go into the active Army. During the past year alone, the Army Reserve sent about 1,300 more people onto active duty than it got in return. In past years, the exchange rate between the two components has been about one-to-one, or slightly weighted in favor of the Reserve, Stultz said. "We are finding that Soldiers are deploying and saying, 'I want to stay on active duty,'" he said. "I am not resisting that. I may be losing Soldiers, but I'm losing them to the active Army, which is a good-news story."

- Active-duty Soldiers, traditionally a major source of Army Reserve recruits, are remaining on active duty at higher rates than in the past. Stultz called the fact that the active Army is retaining more Soldiers another good-news story. "But it affects my strength, because in the past, I've gotten a lot of those Soldiers coming into the Reserve when leaving active duty," he said.

- Fewer Army Reservists are leaving the force, with attrition at its lowest point since fiscal 2000. Retention in the Army Reserve currently stands at about 96 percent, but Stultz said he expects to meet the year-end goal. "I'm confident of that," he said.

Online

The USAREC key messages pocket card has been updated.

The quick reference card is in a quad-fold PDF format, available on the G5 Intranet page at <http://hq.usarec.army.mil/apa/index.htm>.

Battalions should ensure that the pocket card is disseminated as widely as possible.

Gold Badges

JUNE 2006

ALBANY

SFC Clifford Brown
SSG Travis Crow
SSG Joseph Dezotell
SSG Robert Monroe
SSG Jered Porter
SSG Terrance Tolbert

ATLANTA

SFC Donovan Wright
SSG Robert Camp
SSG Tarnish Pride
SSG Anthony Shaw
SGT Pamela Nickerson
CPL Dwain Guy

BECKLEY

SSG Christopher Deskins
SSG Damond Kirk
SSG Jovan Velasquez
SGT James Norville
SGT Jennifer Ramirez

CHICAGO

SFC Kevin Williams
SSG Brandon Baker
SSG Danny Basham
SSG Michael Bellamy
SSG Julius Frazier
SSG Audra Jones
SSG Erick Sowell
SSG Adam White
SGT Jeremy Lawrey

CLEVELAND

SFC Tyrone Parker
SSG James Rogers
SGT William Bowers
SGT Matthew Martie
SGT Kimberly Middleton

COLUMBIA

SFC Gilbert Maldonado
SFC Sheldon Whitfield
SSG Reginald Coaxum
SSG Angeleek Courtney
SSG Dandree Kirvin
SSG Bobbie Ryans
SSG Eric Scheck
SSG Duane Stewart
SSG James Whittier
CPL Lawrence Wiggins

COLUMBUS

SGT Christopher Dyer



DALLAS

SFC Kenneth Dixon
SFC Carlos Lee
SFC Robert Thomas
SFC Becky Weaver
SSG Tomas Barrios
SSG James Garrett
SSG Mark Hammon
SSG Marcus Hollow
SSG Terry Wood
SGT Bobby Head
SGT Kevin McDonald
SGT Timothy Ratley
CPL Ninomelvic Giron
CPL Catherine McFadden

HOUSTON

SFC Randy Frankson
SFC Mitchell Logsdon
SSG Earl Boren
SSG Nadia Carter
SSG Benjamin Dozier
SSG Carlos Guerrero
SSG Justin Heidenreich
SSG Robin King
SSG Mark Miller
SSG Travis Shahan
SSG Justin Turner
SGT Patricia Harris
SGT Eric Johnson
SGT Sunshine Raya

JACKSON

SFC Ylonda Banister
SFC Danny Lindley
SFC Sharon Medina
SFC Jack Smith
SSG Albert Austin
SSG Scott Adams
SSG Keith Anderson
SSG Alex Jones
SSG Michael Minniefield
SSG Gary Neff
SSG Jerry Nelson
SGT Eric Fraley

JACKSONVILLE

SFC Jimmy Ingram
SSG Jeffrey Bumb
SSG Latwan Ferguson
SSG Vincent Gooden
SSG Shaun Pannell
SSG Lina Restrepomesa
SGT Rachel Domske
SGT William Linder
SGT Richard Hauser

KANSAS CITY

SFC Dwight Belcher
SFC John Zvirgzdins
SSG Michael Warren

LOS ANGELES

SSG Tanya Brown
SSG John Buschmann
SSG Dorian Edwards
SSG Brian Freeman
SSG Manuel Reyes
SSG Leon Guachino
SSG Eric Quintanar
SGT Larry Lopez
SGT Jason Tatro

MIAMI

SFC Edgardo Melendez-Rentas
SFC Luis Ramos
SSG Steve Whitaker
SGT Gerardo Cirorenta
SGT Hector Ramon

MID-ATLANTIC

SSG Michelle Hunt

MINNEAPOLIS

SSG Michael Fowler
SSG Steven Pope
SSG Jacob Sackman

MONTGOMERY

SFC Carolyn Dawson
SFC David Whitten
SSG Timothy Hardin
SSG James Smarr
SGT Sheila Harris

NEW ENGLAND

SSG Timothy Jalbert
SSG Kevin Jancsy
SSG Justin Kitchin
SSG Travis Malena
SSG Joseph Perez
SGT Cory Nania
SGT Casey Wade

NEW ORLEANS

SSG Richard Allen

NEW YORK CITY

SFC Romonte Croom
SFC Michael Simmons

OKLAHOMA CITY

SGT Abraham Alfaro
SGT Aaron Brown
SGT Robert Joiner
SGT Daniel Shrigley
SPC Michael Sogge

PHOENIX

SFC Edward Campbell
SFC Francisco Flores
SFC Russell Gardner
SFC Mark Headlough
SFC Juan Jimenez
SFC Hector Labianca
SFC Jeffrey Lyden
SSG Jimmy Allen
SSG Cody Anway
SSG Michael Cattler
SSG Christopher Chavez
SSG Paul Bowman
SSG Andre Dixon
SSG Joseph Endinger
SSG Michael Estrada
SSG Jason Gifford

SSG Joel Grogan
SSG Ruben Jauregui
SSG Dwain Lacey
SSG Clark Link
SSG Jeffrey Love
SSG Eric Loyd
SSG Shawn McConnell

SSG James Mooney
SSG Gary Moore
SSG Keith Oliver
SSG Jose Pineda

SSG Manuel Ramirez
SSG Arthur Rico
SSG Gerald Tryhane
SSG Jason Wyatt

SGT James Compton
SGT Crystal Cripes
SGT Christopher Geoghan
SGT Steven Ginsburg
SGT Kenneth Henson

SGT Aaron Knowles
SGT Brent Learnard
SGT Chris Molina
SGT Michael Muldrow
SGT Caleb Quidera
SGT Manuel Romero
SGT Michael Ryave
SGT Erich Villachavez

PITTSBURGH

SSG Arnel Udani
SGT Danny Arnold
SGT Steven Dripps

PORTLAND

SFC Armin Englerth
SFC Gary Jensen
SSG Joshua Morehead
SSG Jason Scott
SSG Philip Wedge
SSG Bryan Zacher

SAN ANTONIO

SFC Roy Stockhausen
SSG Peter Holderness
SSG Jerome Matthews
SSG Bryce Rigby
SGT Richard Conner
SGT Quane Scott
SGT Santiago Rubio

SEATTLE

SSG Roderick Paredes
SSG Gabriel Martin
SGT Aimee Howard
SGT Robert Ryman
ST. LOUIS
SFC Darrell Spencer
SSG Christian Lilley
SSG Anthony Reaid
SGT Thomas McClintock
SGT Torey Palmore
SGT Richard Surratt
SGT Edward Wilson
CPL Steven Koenig

TAMPA

SFC Jose Alvarez-Rivera
SFC Alfred Jones
SFC David Lawson
SSG Hector Aguirre
SSG Oscar Angel-Herrera
SSG Vincent Hawthorne
SSG Wallace Lopez-Franco
SSG Dara Pratt
SSG Steven Rivers
SSG Terry Wright
SGT Sarah Brown
SGT Artes Thomas

Recruiter Rings

JUNE 2006

BALTIMORE

SSG Melissa Rico

BECKLEY

SFC Troy Eastland

CLEVELAND

SFC Martin Dillon

COLUMBIA

SSG Jimmy Rush
SGT Jermond Awkward

COLUMBUS

SSG Michael Kyle

DALLAS

SSG Derek Tassin

JACKSON

SFC Albert Deaugustine

JACKSONVILLE

SSG Christopher Clark

SSG Akilah Clarke

SSG Andre Melville

LOS ANGELES

SFC Richard Cohen

MIAMI

SSG Jacinto Fong-Morales

NEW ENGLAND

SSG Shawn Allen

SSG Nicholas Dyer

SSG Nicholas Fregeau

SSG Andrew Webber

OKLAHOMA CITY

SFC Derrick Goodwin
SFC Carlton Parkston
SSG Jack Akers
SSG James Fryer
SSG Armando Valladares

PITTSBURGH

SSG Charles Johnston
SSG Patrick Moore
SSG William Schrock

PORTLAND

SSG Ryan Fox

SAN ANTONIO

SFC Corey Corwin

SSG Ian Davis

SSG Billy Mills

ST. LOUIS

SSG Marcus Williamson

SYRACUSE

SFC Aaron Acla

TAMPA

SFC William Judge Jr.
SSG Nakeshia Brown
SSG Aric Green
SSG Ruben Ramirez-Seda
SGT Bernard Bell
SGT James Johnson
SGT Michael Vanderheyden

Morrell Awards

JUNE 2006

6TH AMEDD

SFC Jeffrey Goudy

ALBANY

SFC David Crabtree

BALTIMORE

SFC Issac Horton

COLUMBIA

SFC Robert Broadwater

DES MOINES

1SG Leo Chavez

HARRISBURG

1SG John Jordan

SFC Alfreda Morris

SFC James Moyer

INDIANAPOLIS

SFC Anthony Clark

JACKSONVILLE

MSG John Harrington

**MILWAUKEE**

SSG Christian Howell

NEW ORLEANS

SFC Robert Soden

NEW YORK CITY

SFC Pedro Santiago

OKLAHOMA CITY

SFC Terry Booth

PORTLAND

SFC Michael McAllister

SPECIAL FORCES

SFC Robert Brault

SFC Thomas Hamilton

ST. LOUIS

SFC Myron Bogan

SFC Andrew Treydte

SSG Shannon Lewey

TAMPA

SFC John Vera

SSG Steve Conner



1. What Army program permits the college student to enroll in ROTC and at the same time serve in a local Army Reserve unit in a special status as an officer trainee?

- a. Concurrent Admissions Program
- b. Leadership Development and Assessment Course
- c. Leaders Training Course
- d. Simultaneous Membership Program

2. Why would a commander synchronize applicant processing?

- a. Simplicity
- b. Even flow throughout the month
- c. Always more cost effective
- d. Guarantees MAP and ROS integration

3. What regulation covers the Post-secondary Schools Recruiting Program?

- a. USAREC Pam 40-3
- b. USAREC Reg 601-104
- c. USAREC Pam 600-12
- d. USAREC Reg 621-1

4. Reflective listening requires the recruiter to do what?

- a. Repeat to the prospect exactly what the recruiter heard them say, in their actual words
- b. Repeat to the prospect what the recruiter heard him say by summarizing and putting it into the recruiter's own words
- c. Repeat part of what the prospect said and input some of what the recruiter said
- d. Completely ignore what the prospect said and listen to the parents

5. What are the two primary recruiting periods for colleges?

- a. Summer and fall
- b. Summer and winter
- c. Fall and spring
- d. Fall and winter

6. To be eligible for the ACASP Linguist Program what is the minimum qualifying score in aptitude area ST?

- a. 110
- b. 120
- c. 99
- d. 92

7. Applicants who are color blind are still eligible for the ACASP Linguist Program.

- a. True
- b. False

8. What form is required for all moral and administrative waivers?

- a. DA Form 4187
- b. USAREC Form 1149
- c. USAREC Form 670
- d. USAREC Form 446

9. Commanders integrate operational and RSS planning through _____.

- a. COP
- b. SOP
- c. METL
- d. ROS

10. The purpose of the Enlistment Standards Program is to ensure the _____ of the recruiting process and maintain the quality of Soldiers entering the Army.

- a. Transition
- b. Integrity
- c. Organization
- d. Understanding

11. What type of prospecting can reach more people more quickly than any other type?

- a. P1
- b. P2
- c. P3
- d. P4

12. The Social Security card is the primary document used to verify the Social Security number.

- a. True
- b. False

13. Each applicant's forms and original documents will be reviewed by a designated individual as directed by the commanding general, USAREC, for completeness and accuracy before forwarding the packet to _____.

- a. Battalion
- b. MEPS
- c. USAREC
- d. Guidance counselors, who are responsible for all document review.

14. _____ must have a complete understanding that the recruiter is USAREC's ultimate system.

- a. Future Soldiers
- b. Operational commanders
- c. Sister services
- d. Local civilian leaders

Mission Box

The Achievements of One that Contribute to the Success of the Team



1st Brigade



2d Brigade



3d Brigade



5th Brigade



6th Brigade

RCM June Fiscal Year 2006

Top Regular Army Recruiter

SFC Delton Smith
Albany

SSG Rosie Oates
Montgomery

SFC David Garrett
Great Lakes

SSG Jason Digiacomio
Oklahoma City

SSG Matthew Alexander
Salt Lake City

Top Army Reserve Recruiter

SFC Kenneth Golder
Albany

SFC Norma Gentle
Raleigh
SSG Amayris Olivencia
Tampa
SGT Fred Claridy
Tampa

SSG Michael Adkins
Indianapolis

SSG India Harris
Des Moines

SSG Harry Pulou
Portland

Top Large Station Commander

SSG Brian Hall
Dover
New England

SFC Tony Conyers
Columbia
Columbia

SFC Jimmie Lawson
Westerville
Columbus

SFC Jennifer Kemp
Central Omaha
Des Moines

SFC Paul Camcho
Zaragoza
Phoenix

Top Small Station Commander

SFC Tracy Tyus
Wurzburg
Albany

SFC Billy Jones
Fort Payne
Montgomery

SFC Scott Brunner
Caro
Great Lakes

SFC Simon Perez
Beeville
San Antonio

SSG Adam Hudgins
Butte
Salt Lake City

Top Company

Fort Drum

Clarksville

Corpus Christi

Top AMEDD

Northeast

Florida

Minneapolis

Houston

Northwest

Answers to the Test

1. d. USAREC Reg 601-104, pg. 28
2. b. UM 3-0, para 10-40
3. b. USAREC Reg 601-104, pg. 1
4. a. UM 3-01-1, para 16
5. c. USAREC Reg 601-104, pg. 19

6. d. USAREC Reg 601-104, pg. 27
7. a. USAREC Reg 601-104, pg. 27
8. c. USAREC Reg 601-56, pg. 17
9. a. UM 3-0, para 12-7
10. b. USAREC 3-0, pg. 10-16

11. d. USAREC 3-0, pg. 10-13
12. a. AR 601-210, 2-6b
13. b. AR 601-210, 2-13
14. b. UM 3-0, para 10-5

